

OneSource Virtual for HRIS Leaders

Eliminate vendor sprawl, maintain system control, and reduce operational risk.



HRIS leaders face mounting pressure to optimize Workday while reducing operational complexity. Yet most service providers force you to manage fragmented systems, middleware, integrations, and external data repositories — pulling you away from strategic initiatives and creating ongoing maintenance burdens.

Workday administration, compliant payments, and employee solutions designed specifically for Workday customers

By working within your existing Workday environment, OSV eliminates the complexity of external systems, allowing you to maintain complete control and visibility over configurations, security, and data governance.

"Partnering with OneSource Virtual allowed 2U to maintain control over our payroll process and data while being able to scale resources during our hyper-growth phase. With OSV, our payroll team can focus on more strategic initiatives."

**Sr. Director, Financial Business Process
and Systems**

Why HRIS leaders choose OSV



Workday-native operations

Streamline your tech stack with services that work directly inside Workday — no bolt-on applications, middleware, or external data repositories. Reduce integration complexity, minimize API failure points, and eliminate the ongoing maintenance burden of managing third-party connections.



Scale without adding complexity

Expand service coverage as your organization grows without adding headcount, managing new vendor relationships, or introducing additional systems. OSV's flexible service models adapt to your changing needs while working within your established Workday framework.



Maintain full system control

You define OSV access through your existing Workday security groups. All activities are fully transparent through pre-built reports like, "OSV-Security Tenant User Listing" and "OSV Security Group Permissions & Actions," giving you complete visibility into every action, permission, and business process change.



Enterprise-grade security & compliance

OSV maintains SOC 1 and SOC 2 compliance with enterprise-grade controls, including multifactor authentication, firewalls, malware detection, and physical access control. Audit-ready documentation streamlines internal reviews and third-party security assessments, ensuring seamless compliance.

Services that function the way Workday does

Workday administration

- **Payroll:** Our Workday and payroll experts operate directly within Workday's payroll engine, eliminating the need for external systems. All calculations, processing, and adjustments happen directly in your tenant using customer-defined security roles, reducing manual errors while ensuring you have visibility and control.
- **Benefits:** Our named contacts work as an extension of your team to manage benefit enrollment, eligibility, and file prep directly within Workday — no additional systems required.
- **Accounts Payable:** OSV combines proprietary OCR technology with named AP experts to deliver clean, structured invoice data directly into Workday. We manage all integrations and data flows using your customer-defined security and workflows, without relying on external AP portals or custom data transformations.

Employee solutions

- **Earned wage access and financial well-being** (myFlexPay): Provide employees with on-demand access to earned wages, alongside other financial well-being tools and resources. Our solutions are purpose-built for Workday, allowing you to protect your team's bandwidth and your organization's data.
- **Financial digital connectivity:** Direct Deposit Switching, Payroll Bill Pay, and VOI/E capabilities give employees modern financial connectivity options while maintaining secure data flows from Workday.
- **Pre-tax accounts:** Streamline administration of FSAs, HSAs, and other pre-tax benefit accounts with your Workday benefits configuration.
- **Call and care center:** Our dedicated support for Workday and benefits inquiries provides employees with expert assistance while reducing the burden on your internal HRIS team.

Compliant payments

- **Employee payroll disbursements:** While execution happens outside Workday, OSV uses direct in-tenant payroll data to ensure accuracy and timeliness. Proprietary apps provide full visibility into funding and payments, keeping you informed and in control.
- **Agency payments** (payroll tax and garnishments): OSV handles all state, federal, and local payroll tax filings and garnishment processing using your Workday payroll data, with complete visibility into compliance status and payment tracking.
- **Vendor payments** (Invoice Pay): Seamless vendor payment processing is integrated with your Workday AP workflow, ensuring accurate and timely disbursements while delivering rebates that allow you to offset costs or fund new projects.

What makes OSV different

Traditional service providers

- External systems requiring constant integration maintenance
- Limited visibility into provider activities
- Complex vendor management across multiple partners
- Integration failures create ongoing IT tickets
- Security assessments for every vendor

OneSource Virtual

- Native operations inside your Workday environment
- Complete transparency through Workday reporting and proprietary apps
- Single partner operating under one security framework
- Fewer failure points, reduced support burden
- One comprehensive security and compliance framework

The OSV advantage for HRIS teams



Reduce technical debt – Eliminate extra tools, integrations, and middleware that consume IT monitoring resources and complicate your technology landscape.



Free up strategic capacity – Remove the burden of custom APIs and ongoing integration maintenance so your team can focus on optimization, innovation, and business value.



Improve system performance – Minimize API failure points and enhance data consistency with fewer connection dependencies.



Strengthen data governance – Define OSV access through your security roles, maintain complete permission control, and enable faster audits with real-time activity reporting.



Streamline compliance – Meet enterprise requirements with SOC 1 and SOC 2 certified controls, access audit-ready documentation, and minimize prep time during third-party security assessments.



Enhance operational efficiency – Complement your internal team with named Workday specialists who bring deep platform expertise and functional knowledge, allowing you to scale as your business needs change.

"It is comforting to know that we can call up OSV, and they can get inside our tenant at any time and look at the same data that we're looking at and understand the complexity or the issue or set-up at any point in time, whereas the previous vendor didn't have that. It's huge. It really is huge."

Payroll Manager

Ready to experience the OSV difference?

Visit onesourcevirtual.com or [contact us](#) to learn more.



OSV offices

Dallas, Texas | Phoenix, Arizona | Derry, Northern Ireland

www.onesourcevirtual.com

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Partner

workday